
Alan L. Colquitt, Ph.D.

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EDUCATION AND TRAINING

Doctor of Philosophy (December, 1986)

Wayne State University
Detroit, Michigan
Industrial/Organizational Psychology

Licensed Psychologist (1994 to present)

State of Indiana. License #20040761

Bachelor of Arts (May, 1982)

Indiana University
Bloomington, Indiana
Psychology

Advanced Organizational

Development/Human Resources

Development (OD/HRD) program

(Spring, 1995). Columbia University,

PROFESSIONAL EXPERIENCE

Eli Lilly and Company

Workforce Research

Manager (January 1997 to present)

Key Areas of responsibility:

- Develop, implement a variety of survey processes focused on key stakeholders (employees, collaborators)
- Develop, implement, and monitor testing and assessment systems
- Conduct special research on issues of current interest (e.g. culture, diversity issues, retention, impact of key interventions, diagnose specific issues)
- Develop, implement, and report key workforce and people-related metrics
- Leverage results and learnings from all research, monitor trends affecting workforce
- Consult with line, HR management in the above subject areas
- Manage small staff (1 person) of technical experts

Eli Lilly and Company

Organization Effectiveness

Manager (June 1994 to January 1997)

Key areas of responsibility:

- Organizational consulting
- Organization design
- Organization change management
- Strategy development

- Team development
- Workforce research, strategic studies
- Survey development and design
- Performance management system design
- Testing and assessment program development

Eli Lilly and Company

Career Development and Psychological Services

Staff Psychologist (September 1990 to June 1994)

Key areas of responsibility:

- Assessment and psychometrics
- Design and administer career assessment and development programs
- Testing and assessment program development
- Workforce research, strategic studies

The Procter & Gamble Company

Personnel Research

Manager (December 1985 to September 1990)

Key areas of responsibility:

- Testing and assessment program development
- Test development and validation
- Training evaluation
- Strategic studies and research

AREAS OF TECHNICAL COMPETENCE/EXPERTISE

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|---|------------------------------------|
| ▪ Assessment and selection systems
(tests, simulations, assessment centers,
test validation, psychometrics) | ▪ Research design |
| ▪ Survey design, development | ▪ Statistical analysis |
| ▪ Program evaluation | ▪ Career and employee development |
| ▪ Performance management/Performance
appraisal | ▪ Performance measurement, metrics |
| ▪ Job analysis, needs analysis | ▪ Organization diagnosis |
| | ▪ Organization change management |
| | ▪ Organization design |
| | ▪ Strategy development |

PUBLICATIONS AND PRESENTATIONS

Colquitt, A.L. (2008). Total Rewards at Eli Lilly and Company: Applying Total Rewards Optimization. Paper presented as a part of symposium: "Optimizing HR: Tracking the return on investments in people." Annual meeting of the Society of Industrial and Organizational Psychologists

- Colquitt, A.L., Fink A., Futrell D.A., and Johnson S. (2008). More survey ponderables...Questions and Answers on Effective Employee Surveys. Annual meeting of the IO/OB conference, Indianapolis, IN
- Colquitt, A.L., & Futrell D. A. (2007). Questions and answers about survey research: Lessons learned from survey programs at Eli Lilly and Company. Annual meeting of the IO/OB conference, Indianapolis, IN
- Colquitt, A.L., Mastrangelo, P., and Weiner, S. (2006). Staying on your high horse: Ethical challenges in employee surveys. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. & Macey W. H. (2005). Surveys throughout the employment lifecycle: What matters when. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. & Futrell, D.F. (2004). Use of a biodata selection instrument to improve retention. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. & Lange C. (2004). Gender diversity at Eli Lilly and Company: Follow-up on the "Leaders in a Global Economy" study. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. (2003). Working inside on the balanced scorecard: Lessons learned about strategy, tactics, and culture. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. (2002). Getting systematic about retention in one company: Strategy, Tactics, and Learnings. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. (2001). After the Rating Stops: Effecting Change with Multi-Source Feedback. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. (2000). Predictors of Turnover for Sales Representatives: The "Fruits" of an Exit Survey Process. Annual meeting of the Society of Industrial and Organizational Psychologists
- Colquitt, A.L. & Futrell D.A. (2000). Automated Technologies for Biodata Prediction Systems. Annual meeting of the Society of Industrial and Organizational Psychologists
- Becker, T & Colquitt A. (1992). Potential vs. Actual faking of a biodata form: An analysis along several dimensions of item types. *Personnel Psychology*, 45, 389-406

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology	American Psychological Association Academy of Management
The Mayflower Group (survey consortium)	Human Resource Planning Society

HONORS AND DISTINCTIONS

1997- 2000	The Mayflower Group board of governors, Chair in 2000	1978	Hoosier Scholar
1982	Phi Beta Kappa	1978	National Merit Scholar

REFERENCES

Available upon request